

Jacob W. Roberson

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EDUCATION

University of Southern California, Marshall School of Business, Los Angeles, CA

Ph.D. Candidate, *Management and Organization*

Expected 2026

University of Richmond, Richmond, VA

B.A., *Psychology & Sociology* (Double Major), *Magna cum laude*

May 2019

PUBLICATIONS

Tost, L. P., Hardin, A. E., **Roberson, J. W.**, & Gino, F. (2022). Different roots, different fruits: Gender-Based differences in cultural narratives about perceived discrimination produce divergent psychological consequences. *Academy of Management Journal*, 65: 1804-1834.

INVITED TALKS

University of Houston, C.T. Bauer College of Business, Department of Management & Leadership

Fall 2025

University College London, School of Management, Organisations and Innovation Group

Fall 2025

Imperial College London, Imperial Business School, Department of Management & Entrepreneurship

Fall 2025

PROJECTS IN PROGRESS (* denotes equal contribution to first authorship, names listed in alphabetical order)

Roberson, J. W., Townsend, S. S. M., Hall, E. V. (*under review: Psychological Science*).

Labeling DEI: How organizational labels shape perception, support, and behavior

- *Dissertation*

Osborne, M. R.,* **Roberson, J. W.**,* & Tost, L. P. (*target: Organization Science*).

Included but undermined: How representation goals backfire

Roberson, J. W. (*target: Academy of Management Review*).

Reconceptualizing entitlement: An empowerment approach amongst the disadvantaged

Roberson, J. W., Tost, L. P., & Frey, E. L. (*target: Academy of Management Journal*).

Divergent pathways to high entitlement lead to divergent reactions and expectations

Roberson, J. W., Frey, E. L., Tost, L. P., & Vincent, L. Collaborator or individual contributor? Perceptions of intergenerational tensions and workplace expectations in multigenerational workforces (*data collection*)

Roberson, J. W. Employee political ideology, generational cohort, and expectations regarding corporate sociopolitical activism (*data collection*)

RESEARCH INTERESTS

DEI, Identity & Ideology, Language & Rhetoric, Entitlement, Cultural narratives, Unintended consequences, Expectations

CHAired CONFERENCE SYMPOSIA

Roberson, J. W., Chadha, A., Darby, C., Osborne, M. R., (2024). *Rethinking allyship: How self-awareness impacts ally motivations*. Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.

CONFERENCE PRESENTATIONS

- **Roberson, J. W.**, Osborne, M. R., & Tost, L. P. (2025). *Included but undermined: How representation goals backfire*. Academy of Management (AOM) Annual Meeting, Copenhagen, DK.
- **Roberson, J. W.**, Osborne, M. R., & Tost, L. P. (2025). *Included but undermined: How representation goals backfire*. Transatlantic Doctoral Conference (TADC) Annual Conference, London, UK.

- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement.* Academy of Management (AOM) Annual Meeting, Chicago, IL.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Academy of Management (AOM) Annual Meeting, Chicago, IL.
- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement.* International Association for Conflict Management (IACM) Annual Conference, INSEAD, Singapore.
- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement.* East Coast Doctoral Conference (ECDC), New York, NY.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.
- **Roberson, J. W.,** Osborne, M. R., & Tost, L. P. (2023). *Grappling with the diversity-validity tradeoff in job task assignments.* Diversity in Management and Organizations (DMO) conference, Virtual.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2023). *Motivating allyship behavior: Overcoming barriers to allyship via cognitive appraisal.* DEI & Expertise in Racialized Organizations Mini-Conference and Paper Development Workshop, Columbia Business School, New York, NY.
- **Roberson, J. W.,** Tost, L. P., Osborne, M. R. (2022). *Sending the wrong signal: The dysfunctional effects of using representation goals in the presence of a pipeline problem.* East Coast Doctoral Conference (ECDC), Virtual.
- **Roberson, J. W. & Hoyt, C. L.** (2020). *Leveraging empathy to reduce social dominance orientation and colorblind ideology.* Society for Personality and Social Psychology (SPSP) Annual Convention, New Orleans, LA.
- **Roberson, J. W.** (2019). *The new age plantation: The NCAA's effect on the black student experience at university.* University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W.,** d'Almeida, A., & Perry, M. (2019). *UR's hidden history: Bringing light to marginalized voices.* University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W. & Hoyt, C. L.** (2019). *Promoting positive interracial interactions: An experimental intervention.* University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W. & Hoyt, C. L.** (2019). *Promoting positive interracial interactions: An experimental intervention.* Jepson School of Leadership Student Research Symposium, Richmond, VA.
- **Roberson, J. W. & Hoyt, C. L.** (2019). *Promoting positive interracial interactions: An experimental intervention.* Society for Personality and Social Psychology (SPSP) Annual Convention, Portland, OR.
- **Roberson, J. W.** (2019). *Reflections of our past: A 50-year legacy.* Black Student Athlete Summit, Austin, TX.
- **Roberson, J. W.,** d'Almeida, A., Perry, M., Wolfer, E., & Xiao, R. (2018). *Team oral history: Conducting interviews with black alumni.* University of Richmond Summer Fellowship Experience, Richmond, VA.
- **Roberson, J. W.** (2018). *Rating facial expressions of anger: Negative implications of the "Mad Black Woman" stereotype.* University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W.** (2018). *Reducing feelings of marginalization for black students.* University of Richmond Undergraduate Research Symposium, Richmond, VA.

GRANTS & FELLOWSHIPS

USC Graduate School Travel / Research Award – \$1,500	2024
Marshall School Dean's Fellowship – \$6,000 per year	2021 – 2024
Marshall School Diversity, Inclusion, and Access Fellowship	2021 – 2024
NCAA Ethnic Minority Graduate Scholarship – \$10,000 (<i>offer declined</i>)	2019
Psi Chi 2018-19 Winter Unrestricted Travel Grant – \$1,281	2019
University of Richmond School of Arts and Sciences Undergraduate Research Travel Grant – \$750	2019
SPSP Diversity Undergraduate Registration Award – \$160	2019

Hunter B. Keck Presidential Scholarship , University of Richmond	2018
UR Class of 1964 Scholarship , University of Richmond	2018
Sociology Henry H. Stewart Scholarship , University of Richmond	2018
The Race and Racism Project at the University of Richmond, Summer Fellowship – \$4,000	2018

TEACHING EXPERIENCE

Instructor – University of Southern California, Marshall School of Business	
<i>Instructor:</i> Jacob W. Roberson, Management and Organization	Summer 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate)	
- 3.95 out of 4.0 average student eval. rating	
Teaching Assistant – University of Southern California, Marshall School of Business	
<i>Instructor:</i> Sarah Townsend, PhD, Management and Organization	Summer 2025
<i>Course Title:</i> GSBA 532: Leading People, Teams, and Organizations (MBA – core)	
<i>Instructor:</i> Sarah Townsend, PhD, Management and Organization	Summer 2024
<i>Course Title:</i> GSBA 532: Leading People, Teams, and Organizations (MBA – core)	
<i>Instructor:</i> Shaun Harper, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> MOR 534: Diversity, Equity, and Inclusion in Business (MBA – elective)	
<i>Instructor:</i> Eric Anicich, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate – core)	
<i>Instructor:</i> Scott Wiltermuth, PhD, Management and Organization	Fall 2023
<i>Course Title:</i> MOR 598: Leadership and Improvisation (MBA – elective)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2021
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA – elective)	
<i>Instructor:</i> Peter Carnevale, PhD, Management and Organization	Fall 2020
<i>Course Title:</i> MOR 469: Negotiation and Persuasion (Undergraduate – elective)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2020
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA – elective)	

SERVICE

USC Marshall Department of Management and Organization	
- Multi-Level Field Study Data Collection co-coordinator Spring 2022 – Present - A large, semesterly field research endeavor involving the retrieval of up to three connected working individuals (e.g., dyad & triad data). Contact information is shared by undergrad students in BUAD 304 - OB Lab coordinator Fall 2023 – Present - Coordinate weekly, friendly research meetings for micro-OB faculty and PhD Students to share research - The PhD Project (MDSA) student representative Fall 2021 – Fall 2024 - Represent USC Marshall at annual recruiting conference	
USC Race and Equity Center	Spring 2022 – Present
Research Associate	
DEI Thought Leaders Soirée – Tuck Initiative on Workplace Inclusion, Hanover, NH	June 2025
Invited attendee	
Ad-hoc reviewer in training (i.e., informal reviewing of submitted works alongside formal reviewers)	
Academy of Management Journal, Organization Science	
Conference reviewer	
Academy of Management Conference, 2023	

SKILLS

Research:

- SPSS, R, Qualtrics, Prolific, Mechanical Turk (MTurk), Connect Research
- Public speaking: Strong in-person (and online) oral presenter and facilitator

Languages: English (fluent), Spanish (working proficiency)

Miscellaneous: Dancing, Hying people up, Poetry, Sports, Weightlifting, Curating playlists, Karaoke, Improv, Handstands

MEMBERSHIP

Academy of Management (AOM)

International Association for Conflict Management (IACM)

The PhD Project: Management Doctoral Student Association (MDSA)

Society for Personality and Social Psychology (SPSP)

Society for Psychological Study of Social Issues (SPSSI)

PRE-GRADUATE RESEARCH EXPERIENCE

Lab Manager – University of Southern California, Marshall School of Business **September 2019 – July 2021**

PI: Leigh Tost, PhD – Department of Management & Organization

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2019 – February 2020**

- *Leveraging empathy to reduce social dominance orientation and colorblind ideology*

Sociological Independent Research – Dr. Atiya Husain **August 2018 – May 2019**

- *The new age plantation: The NCAA's effect on the black student experience at university*

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2018 – February 2019**

- *Promoting positive interracial interactions: An experimental intervention*

The Race and Racism Project at the University of Richmond – Summer Fellowship **May 2018 – August 2018**

- *UR's hidden history: Bringing light to marginalized voices*

Social Psychological Research – Dr. Kristjen Lundberg **August 2017 – December 2017**

- *Rating facial expressions of anger: Negative implications of the "Mad Black Woman" stereotype*

Sociological Policy Brief – Dr. Bedelia Richards **August 2017 – December 2017**

- *Reducing feelings of marginalization for Black students at the University of Richmond*

HONORS & AWARDS – University of Richmond

The Mace Award **2019**
"University's Outstanding Student"

Presidential Citation Award **2019**
Graduating student-athlete with the highest cumulative grade point average

Outstanding Civic Engagement Award **2019**
Student-athlete committed to service and community impact

James A. Sartain Award **2019**
Senior sociology major who best exemplifies scholarship, humanitarianism, & integrity

Austin E. Grigg and Helen W. Grigg Award **2019**
For excellence in psychology

Scholar-Athlete of the Year, School of Arts and Sciences **2018**
For academic year of 2017-2018

The Omicron Delta Kappa Society, Inc. **2018**
National Leadership Honor Society

Mortar Board <i>National College Senior Honor Society</i>	2018
Psi Chi <i>National Honor Society in Psychology</i>	2018
Alpha Kappa Delta <i>International Sociology Honor Society</i>	2018
Sigma Alpha Pi <i>National Society of Leadership and Success</i>	2018
Dean's List <i>3.5 GPA or higher each semester</i>	Spring 2016 – Spring 2019
The Richmond College Medal*	2019
Richmond College's Pinchbeck Prize*	2018
Richmond College's Metcalf Prize* <i>*Recognized as a man of character, scholarship, and leadership in his year</i>	2017
Phi Eta Sigma <i>National Freshman Honor Society</i>	2016

ACTIVITIES & EXTRACURRICULARS – *University of Richmond*

University of Richmond Varsity Football Team <i>Scholar-Athlete, Defensive Back</i>	June 2015 – December 2018
Dean's Student Advisory Board, University of Richmond <i>School of Arts and Sciences (A&S), Appointed Student Representative</i>	January 2018 – May 2019
UR Mentoring Network, University of Richmond, Armstrong High School <i>Vice President, Co-Founder, August 2017 through May 2019</i>	August 2017 – May 2019
Student-Athlete Advisory Committee (SAAC), University of Richmond <i>Member</i>	October 2016 – May 2019
Education Subcommittee of the President's Advisory Committee <i>University of Richmond, Office of the President, Appointed Student Representative</i>	September 2017 – May 2018
University of Richmond Varsity Football Team Leadership Council <i>Scholar-Athlete, Defensive Back, Appointed by Head Coach Danny Rocco</i>	January 2016 – March 2017
Students Engaging in and Enacting a Dialogue on Service (SEEDS), University of Richmond <i>Dulac and New Orleans, Louisiana</i>	March 2017